- Produce pre-visualizations and present concept ideas to the team
- Collaborates with team to ensure project goals are met and delivered to the highest levels
- Work with the Motion Capture team and assist in shoots to capture the highest levels of performance
- Working close with both the campaign and gameplay team to create stunning animations and cinematics

Player Profile:

- 10+ years of game development experience.
- High skill levels in all areas of 3D animation and strong understating of animation principals
- Bachelor's degree (B.A.) in Animation focused program
- 10+ years of experience in games or animated feature films
- Proficient in Maya, Max, and/or MotionBuilder
- Can quickly learn and master new tools and implementation techniques
- Communicate and collaborate effectively with other disciplines and departments
- Contribute and be part of a highly creative team, receiving and responding to feedback
- Absolute passion for playing and making the industry's best videogames

Knowledge & Skills:

- A strong ability in hand-keyed animation.
- Strong Maya animation experience.

Key Attributes:

- A strong passion for animation, video games, and the entertainment it inspires and draws from.
- Possess the ability to take tasks to completion with high fidelity.
- Collaborative ability to work with multiple people and disciplines to complete tasks

Portfolio:

Strong reel demonstrating excellent examples of keyframe and motion capture animation works.

* Only submittals with Cover Letters will be considered – we want the best, so tell us why that's you!
** Depending on previous experience, you may be required to complete an Animation Test.
About Activision

About Raven

Founded in 1990, Raven Software is the developer of numerous award-winning games including *Hexen*, *Star Wars Jedi Knight II: Jedi Outcast*, *Marvel: Ultimate Alliance* and most recently, a major contributor to the blockbuster *Call of Duty®* franchise. We are based in Middleton, Wisconsin, a suburb of Madison, annually ranked on numerous lists as one of the top places to live and work.

We each bring a unique set of experiences from dozens of cultural backgrounds. Our shared values unify our direction and decisions, helping us touch the lives of more than a billion people each day.

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Our ability to build immersive and innovate worlds is only enhanced by diverse teams working in an inclusive environment. We aspire to have a culture where everyone can thrive in order to connect and engage the world through epic entertainment. We provide a suite of benefits that promote physical, emotional and financial well-being for 'Every World' - we've got our employees covered!

Raven Software Senior Expert Software Engineer Job Description

Job Title: Senior Expert Software Engineer
Reporting To: Lead Expert Software Engineer
Department: PROGRAMMING
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise, is looking for a passionate Senior Expert Software Engineer to join our talented team as we continue to develop the best game experiences in the industry. This position will play a key role in the creative design of the next-generation of first-person shooters (FPS).

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise, is seeking a passionate Senior Expert Software Engineer to join our high-caliber team.

Your Mission:

• Develop, modify, and debug UI software in script and C/C++

• Deploy, evaluate performance, optimize and test UI software on PC and console platforms

• Collaborate with other internal departments (art, design, audio, QA, etc)

• Co-develop and collaborate with other Activision studios

• Document software and features for internal and external engineering teams

• Participate in the scheduling, design, performance and code review process

• Report to UI Lead Engineer Player

Profile:

• Bachelor's degree in a Computer Science, Engineering, or Math related field

- Shipped at least one game title

- 5+ years of experience working in the game industry

- Proven ability to collaborate, coordinate, communicate and support other team members

- Comprehensive understanding of object-oriented programming

- Creative, motivated, focused, passionate, results-oriented

- Demonstrated ability to write efficient, clean, readable, portable, and reliable code

- Passion for gamesThe ideal candidate will also have:

- Aptitude for UX design

- Background in ActionScript programming

- Background in Lua programming

- Experience with console development (Xbox One, PS4)

About Raven

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Raven Software Senior FX Artist Job Description

Job Title: Senior FX Artist
Reporting To: Expert FX Artist
Department: ART
Location: Middleton, Wisconsin

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise, is looking for a talented and passionate Senior FX Artist to join our high-caliber team. This position will play a key role in the creative design, asset management, and technical implementation of visual effects and design.

To earn this spot, you have experience delivering high-quality VFX art, fierce art skills in composition and modeling, an aptitude for critical thinking and analysis, boundless creativity, extensive knowledge of FPS gameplay/landscape, and a deep passion for playing videogames.

The ideal candidate should demonstrate a high level of artistic sense and strong technical skills combined with strong leadership qualities. They should drive hard and challenge themselves with the goal of being masters of the craft while inspiring others.

Your Mission:

- Working closely with Art Directors, Creative Directors and Level Designers to create top notch in-game particle VFX.
- Scripting out series of VFX events to drive particle behaviors in runtime using our proprietary scripting language.
- Collaborating with prop artists, animators and rigging technical artists to assemble complex layered vehicle destructions and prop destructions using our propriety scripting language and tools.
- Building baked rigid body simulation in-game via Maya and our proprietary scripting language and particle tool to replicate structural destruction animations.
- Creating textures for particle usage.
- Populating environmental VFX in game using our propriety scripting language.
- Tackling runtime rendering performance to help maintain the game running at 60FPS.
- Resolving technical challenges when arise in order to maintain the highest visual bar.

Player Profile:

- At least 7+ years of visual effects development
- Solid professional experience and knowledge of the limitations and performance of current generation hardware (Xbox One, PS4).

- Proficient in using Maya and Photoshop.
- Experienced in using After Effects.
- Excellent written and oral communication skills. Ability to communicate effectively with people across multiple disciplines.
- Possesses excellent aesthetic sense with strong attention to detail.
- Strong understanding of lighting, compositing, digital photography, color theory, 3D modeling and rigging.
- Strong ability in creating atlas textures through simulation.
- Experience in using and modifying real-time materials.

Pluses:

- Experience with 3DS Max/Maya, FumeFX, Houdini and Pull Down It is a plus.
- High-end rendering of particle effects and fluid dynamics.
- Experience with one or more scripting/programming languages.
- Experience creating and configuring geometry assets for in game particle systems.

About Raven

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Raven Software Senior Motion Capture Technician Job Description

Job Title: Senior Motion Capture Technician
Reporting To: Lead Audio Designer
Department: PRODUCTION
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise, is looking for an Senior Motion Capture Technician to join our team to develop the soundscape for our current and future projects. You'll bring your own unique blend of skills to the audio team, collaborate with other game development disciplines across ACTIVISION, and create the best sounding experiences for millions of players. This role will report directly to our Lead Audio Designer.

If you can demonstrate your keen sense of audio for games, we want you to join our team!

Your Mission:

As a member of the team, you will be directly responsible for supporting various game development teams with the creation of animation content. In this role you will support the integration of motion data to maintain the highest quality animation possible. Successful candidates will work closely with the animation teams in both post production, and on the live performance stage.

Player Profile:

- 7+ years' experience as a Mocap Technician
- Proficient with motion capture data cleanup and implementation
- 2+ years' experience with Motion Analysis hardware/software
- 3+ years of on-set experience in live performance industry (mocap preferred)
- 5+ years' experience Maya and Motion Builder

Your Duties:

- Data Post Processing (tracking / solving / retargeting)
- Support on-set mocap team with shoot prep, recording, recording sessions and post wrap
- Set up/manage real-time viewer and assets
- Monitor video reference and/or Helmet Mounted Camera (HMC) feeds
- Light prop building/fabrication
- Quality control on post processes
- Review and provide feedback of project streamlining
- Foster positive working relationships, teamwork, and communication within the production teams

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Raven Senior Software Engineer Job Description

Job Title: Senior Software Engineer
Reporting To: Lead Senior Software Engineer
Department: PROGRAMMING
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise, is looking for a passionate Senior Software Engineer to join our talented team as we continue to develop the best game experiences in the industry. This position will play a key role in the creative design of the next-generation of first-person shooters (FPS).

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise, is seeking a passionate Senior Software Engineer to join our high-caliber team.

Your Mission:

• Develop, modify, and debug UI software in script and C/C++

• Deploy, evaluate performance, optimize and test UI software on PC and console platforms

• Collaborate with other internal departments (art, design, audio, QA, etc)

• Co-develop and collaborate with other Activision studios

• Document software and features for internal and external engineering teams

• Participate in the scheduling, design, performance and code review process

• Report to UI Lead Engineer Player

Profile:

• Bachelor's degree in a Computer Science, Engineering, or Math related field

- Shipped at least one game title

- 5+ years of experience working in the game industry

- Proven ability to collaborate, coordinate, communicate and support other team members

- Comprehensive understanding of object-oriented programming

- Creative, motivated, focused, passionate, results-oriented

- Demonstrated ability to write efficient, clean, readable, portable, and reliable code

- Passion for gamesThe ideal candidate will also have:

- Aptitude for UX design

- Background in ActionScript programming

- Background in Lua programming

- Experience with console development (Xbox One, PS4)

About Raven

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Raven Software Engineer Job Description

Job Title:　　Software Engineer
Reporting To: Senior Software Engineer
Department: PROGRAMMING
Location:　　Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise, is looking for a passionate Software Engineer to join our talented team as we continue to develop the best game experiences in the industry. This position will play a key role in the creative design of the next-generation of first-person shooters (FPS).

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Your Mission:

- Develop, modify, and debug UI software in script and C/C++

- Deploy, evaluate performance, optimize and test UI software on PC and console platforms

- Collaborate with other internal departments (art, design, audio, QA, etc)

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- Document software and features for internal and external engineering teams

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- Report to UI Lead Engineer Player

Profile:

- Bachelor's degree in a Computer Science, Engineering, or Math related field

- Shipped at least one game title

- 5+ years of experience working in the game industry

- Proven ability to collaborate, coordinate, communicate and support other team members

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- Creative, motivated, focused, passionate, results-oriented

- Demonstrated ability to write efficient, clean, readable, portable, and reliable code

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Raven Software Supervisor Art Job Description

Job Title: ==Supervisor Art==
Reporting To: ==Senior Supervisor Art==
Department: ART
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise is seeking a passionate ==Associate Artist== to join our art team. Studio Artists are responsible for setting the bar for visual and production quality while fostering a fun and productive environment for coworkers.

This is an excellent opportunity to work and learn from a group of talented and proven developers who are passionate about making games.

Your Mission:

- Craft compelling visual narratives that reinforce and enhance the game's setting, story, and gameplay elements
- Build (set dress, edit, optimize) realistic detailed 3d environments from photo reference and concept.
- Communicate and collaborate effectively with the development team.
- Quickly learn and adapt to new tools, processes, and pipelines.
- Assist in troubleshooting artistic and technical issues.
- Create 3d models (structures, terrain, props) from photo reference and concept.
- Support 3d asset outsource process (gathering reference, creating proxy 3d models)
- Ensure that artists are striving to complete highest priority assignments.
- Work with Production to ensure time estimates are accurate and achievable.
- Collaborate with artists on team to ensure project goals are met.
- Proven ability to setup and define pipelines, processes, and best practices.
- Sets up discipline specific art training and tests for candidates being considered and artists on the team.

Player Profile:

- Solid portfolio demonstrating focus and commitment to 3d environment creation.
- A minimum of 2 years developing art for games
- Friendly, helpful, and collaborative in a team based environment.
- Demonstrated modeling skill and experience in a major 3d package.

- Demonstrated ability to create and edit textures in Photoshop.
- Basic understanding of lighting and shader creation.
- Effective verbal and written communication skills.
- Awareness of game engine budgets, limits, and memory constraints.
- Basic ability to communicate visually utilizing traditional media.
- Ability to consistently resolve issues from a visual, production, and technical perspective.

In order to be considered for this position, you must submit a portfolio

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Raven Software Supervisor Systems Administrator Job Description

Job Title: Supervisor Systems Administrator
Reporting To: Senior Supervisor Systems Administrator
Department: INFORMATION TECHNOLOGY
Location: Middleton, Wisconsin

Why Raven:

Founded in 1990, Raven Software is the developer of numerous award-winning games including Hexen, Star Wars Jedi Knight II: Jedi Outcast, Marvel: Ultimate Alliance and most recently, a major contributor to the blockbuster Call of Duty® franchise. We're based in Middleton, Wisconsin, a suburb of Madison, annually ranked on numerous lists as one of the top places to live and work.

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Your Mission:

As a Supervisor Systems Administrator you will be responsible for the supporting the Senior Systems Administrator with technical design, planning, implementation, administration, and the development of recovery procedures for critical services and our technology infrastructure at Raven Software. You will serve as a technical support on the team, supporting operating systems, compute/storage/networking infrastructures, and a range of applications. This role will work closely with all disciplines within the studio as well as IT teams at our corporate offices, partner studios, and Central Technology. Ultimately, you will ensure our software, hardware, servers, and networks run smoothly.

Your day-to-day priories will be supporting the core studio information technology services by managing the operations of our infrastructure, monitoring system performance, configuration of equipment and services, and the maintenance repair. Given the nature of our environment, you will occasionally be available to work off-hours to deal with serious outages or to respond to immediate problems.

As a member of the IT team, you will also be responsible for managing and maintaining remote computing systems and services, as well as any internal tools utilized by Raven Software; (Jira, Confluence, Office, etc.). You will not only assist with helpdesk tickets, but are expected to help us exceed client expectations, map and deliver critical timelines, maintain standards, and manage assets.

Player Profile:

Minimum Requirements:

- Bachelor's degree preferred, Associate's Required or
- Friendly, customer focused and top-level support a must
- 5+ years experience in Information Technology roles with a focus on infrastructure administration.
- Advanced knowledge of Active Directory, Microsoft Exchange, and Office 365
- Extremely comfortable in both Windows and Linux environments
- Familiar with various storage technologies with a strong foundational knowledge of storage principals.
- Understanding of network protocols and technologies (e.g. DNS, DHCP, VLANs, LACP, etc.)
- Ability to work in a fast-paced environment.
- Excellent analytical and problem-solving skills
- Willingness to learn new technologies to support company growth.
- Strong experience with hypervisor/virtualization technology (e.g. vSphere & KVM).
- Excellent communication skills to interface with various business partners and leadership
- "Can-do" attitude with a desire to learn
- Organizationally savvy to handle multiple business priorities simultaneously and prioritize and complete work within stringent deadlines
- Ability to travel on an as-needed basis

Extra Points:

- Industry certifications (MCSE, MCSA, CCNA, VCP, etc.)
- Previous experience in similar roles in the video game or technology industries preferred
- Passion for or curiosity about video games

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The videogame industry and therefore our business is fast-paced and will continue to evolve. As such, the duties and responsibilities of this role may be changed as directed by the Company at any time to promote and support our business and relationships with industry partners.

Raven Software is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, protected veteran status, or any other basis protected by applicable law and will not be discriminated against on the basis of disability.

Raven Software Senior Audio Engineer Job Description

Job Title: Senior Audio Engineer
Reporting To: Lead Senior Audio Engineer
Department: PROGRAMMING
Location: Middleton, Wisconsin

Your Mission:

As a Senior Audio Engineer you will optimizing, enhancing, and developing new audio systems on top of the foundation of Call of Duty's AAA engine technology. This is a great opportunity to be part of a passionate team that defines and shapes the technology which will push our upcoming Call of Duty titles further in audio.

You will be developing the audio engine systems for our shipping products as well as improving the workflows of our content team. Qualified candidates will need to have a background in engine development and audio systems. This includes a range of responsibilities that will need core proficiencies in multi-threading, I/O, memory management, performance, hardware architecture, and optimizations. You will need to be proficient in writing efficient and clean C/C++ code.

Priorities can often change in a fast-paced environment like ours, so this role includes, but is not limited to, the following responsibilities:

- Support Lead Senior Audio Engineer in deploy, evaluate performance, and test software on all supported platforms
- Communicate features and development with production, engineering, design, and audio teams
- Participate in the performance and code review process
- Contribute to the design and roadmap of industry-leading AAA audio engine technology
- Collaboration and co-development with other audio engineering and content teams
- Report to the Lead Senior Audio Engineer

Player Profile:

Minimum Requirements:

- Bachelor's degree in a Computer Science, Engineering, or Math-related field
- Experience developing and optimizing audio systems
- Background with parallel programming and multi-threaded engine systems
- Understanding of computer architecture and memory systems

- Strong programming background in C/C++
- Solid debugging skills, including ability to debug at an assembly-level when necessary
- Shipped at least one game title
- 5+ years of experience working in the game industry or related field
- Ability to collaborate, coordinate, & communicate while supporting internal/external team
- Comprehensive understanding of object-oriented programming
- Creative, motivated, focused, passionate, results-oriented
- Demonstrated ability to write efficient, readable, and reliable code
- Passion for audio, games, and technology

Extra Points:

- Strong math skills
- Familiarity with custom or third-party audio APIs
- Demonstrated work in mixing, stitching, DSP, and/or 3D audio systems
- Background with audio-related tools
- Writing/debugging SIMD code
- Experience in C#/.NET
- Proficiency with game console development
- Experience with file streaming technologies

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Raven Software is wholly owned by Activision. To learn more about our studio, please visit us at www.ravensoftware.com, on Facebook at www.facebook.com/ravensoftware, and @RavenSoftware on Twitter.

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Raven Software Senior Community Specialist Job Description

Job Title: Senior Community Specialist
Reporting To: Lead Senior Community Specialist
Department: COMMUNITY
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise, is looking for a talented and passionate Senior Community Specialist to join our team. The Senior Community Specialist will be instrumental in forging an even deeper relationship with our global community of players, as well as the day-to-day publication of social content across a multitude of communications platforms.

Your Mission:

- Ideate, create, help execute campaigns across our spectrum of digital and social platforms to inform, engage, and grow our community of players. In the realm of social media and community management, you will have a great deal of latitude to bring new ideas to the table
- Generate community feedback report to assess trends and notable sentiment among our fan base.
- Assist with any studio visits. Interact with Influencers / VIPs / ambassadors.
- Liaise with internal teams to manage information and feedback flow.
- Maintain the Raven Software website.
- Help construct, write, and release patch notes.
- Support game and studio events around the world.
- Contribute to various studio culture and branding efforts.
- Support PR and Marketing activities and needs.

Player Profile:

- Industry related experience working in social media and community management.
- Excellent project management, with the ability to facilitate and manage multiple projects at once
- Deep understanding of social media management tools and platforms, and how to leverage them to achieve desired outcomes
- Outstanding communications skills and robust writing abilities.
- Familiarity with livestreaming and a desire to coordinate and run livestreams.
- Flexibility to travel as needed
- Graphic design and image and video editing skills (advanced level a plus).

- Knowledge and love of our games.

About Raven

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#LI-AK1

About Activision

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Raven Software Senior Concept Artist Job Description

Job Title: Senior Concept Artist
Reporting To: Lead Senior Concept Artist
Department: ART
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise is seeking a passionate Senior Concept Artist to join our art team. Studio Concept Artists are responsible for setting the bar for visual and production quality while fostering a fun and productive environment for coworkers. This is an excellent opportunity to work and learn from a group of talented and proven developers who are passionate about making games.

Your Mission:

- Craft compelling visual narratives that reinforce and enhance the game's setting, story, and gameplay elements
- Build (set dress, edit, optimize) realistic detailed 3d environments from photo reference and concept.
- Communicate and collaborate effectively with the development team.
- Quickly learn and adapt to new tools, processes, and pipelines.
- Assist in troubleshooting artistic and technical issues.
- Create 3d models (structures, terrain, props) from photo reference and concept.
- Support 3d asset outsource process (gathering reference, creating proxy 3d models)

- Create concepts art both for internal and marketing needs
- Generate inspirational pieces for the pre-production of levels, characters and props as well as communication pieces to help our team of artists in their day-to-day work
- Generate paint overs on the existing game to push the visuals further and problem solves areas
- Work closely with the team to ensure the concepts consider design and Artistic constrains
- Collaborate with the Lead Artist to establish Art guidelines and integrate them into Concept pieces

Player Profile:

- Solid portfolio demonstrating focus and commitment to 3d environment creation.
- A minimum of 5 years developing art for games
- Friendly, helpful, and collaborative in a team based environment.
- Demonstrated modeling skill and experience in a major 3d package.
- Demonstrated ability to create and edit textures in Photoshop.
- Basic understanding of lighting and shader creation.

- Must have extensive experience in either the film or game industry
- Be an expert in Photoshop
- Must have great communication skills in both Chinese and English
- Has a great eye for lighting
- Is able to guide a more junior Artist into delivering high quality concept
- Has a strong background in traditional art skills and demonstrates an understanding of fundamentals like composition, perspective, proportion, scale, value, and color theory
- Able to adapt the quality of the rendering to the need of the production
- Utilize 3d applications like sketch up, 3ds, or Maya to facilitate work
- Can create hyper realistic marketing pieces
- Strong understanding of architecture construction and environmental design
- Have a proven record of meeting deadlines
- Is fast and organized doing research and reference gathering
- Possesses the ability to take direction and feedback from the team as well as contribute ideas
- Shows an interest in delivering the best possible results and puts in effort to achieve them
- Must be comfortable with learning new tools, including some of the game tools

In order to be considered for this position, you must submit a portfolio

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Raven Software Senior Expert Animator Job Description

Job Title: Senior Expert Animator
Reporting To: Lead Senior Expert Animator
Department: ANIMATION
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise is looking for a talented and passionate Senior Expert Animator to join our talented team as we continue to develop the best gameplay experiences in the industry.

Ideal candidates will have a strong passion for creating both realistic and stylized animations, work alongside experienced Raven artists and Motion Capture team to produce content for high profile games.

Your Mission:

As a Senior Expert Animator, you will create high fidelity 3rd person non player character animations that align to our pursuit of ultimate player immersion. This Immersion is achieved with animations that display realistic human motion and emotion in combat scenarios that bring our NPCs to life! The ability to analyze and de-construct the human range of motion, and executing the "feel" the project dictates, is the prime directive. You will be joining our passionate and talented team of Animators who continue pushing our standards of quality and drive, that echoes throughout our studio.

You must be able to thrive in a challenging environment, with an aptitude for critical thinking and analysis, and a deep passion for videogames. Experience in first-person shooter (FPS) games and knowledge of the Call of Duty games is a huge plus.

Priorities can often change in a fast-paced environment like ours, so this role includes, but is not limited to, the following responsibilities:

- Use motion capture and hand-keyed techniques to create high-fidelity NPC Animations that are genre-defining.
- Implement and maintain animations using proprietary tools, always evolving the animation engine.
- Communicate and collaborate with the most passionate team of engineers and designers to bring to life our most comprehensive NPC animation to date.
- Work closely with Senior Animators to deliver high quality animations

- Produce pre-visualizations and present concept ideas to the team
- Collaborates with team to ensure project goals are met and delivered to the highest levels
- Work with the Motion Capture team and assist in shoots to capture the highest levels of performance
- Working close with both the campaign and gameplay team to create stunning animations and cinematics

Player Profile:

- 10+ years of game development experience.
- High skill levels in all areas of 3D animation and strong understating of animation principals
- Bachelor's degree (B.A.) in Animation focused program
- 10+ years of experience in games or animated feature films
- Proficient in Maya, Max, and/or MotionBuilder
- Can quickly learn and master new tools and implementation techniques
- Communicate and collaborate effectively with other disciplines and departments
- Contribute and be part of a highly creative team, receiving and responding to feedback
- Absolute passion for playing and making the industry's best videogames

Knowledge & Skills:

- A strong ability in hand-keyed animation.
- Strong Maya animation experience.

Key Attributes:

- A strong passion for animation, video games, and the entertainment it inspires and draws from.
- Possess the ability to take tasks to completion with high fidelity.
- Collaborative ability to work with multiple people and disciplines to complete tasks

Portfolio:

Strong reel demonstrating excellent examples of keyframe and motion capture animation works.

* Only submittals with Cover Letters will be considered – we want the best, so tell us why that's you!
** Depending on previous experience, you may be required to complete an Animation Test.
About Activision

About Raven

Founded in 1990, Raven Software is the developer of numerous award-winning games including *Hexen*, *Star Wars Jedi Knight II: Jedi Outcast*, *Marvel: Ultimate Alliance* and most recently, a major contributor to the blockbuster *Call of Duty®* franchise. We are based in Middleton, Wisconsin, a suburb of Madison, annually ranked on numerous lists as one of the top places to live and work.

We each bring a unique set of experiences from dozens of cultural backgrounds. Our shared values unify our direction and decisions, helping us touch the lives of more than a billion people each day.

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Raven Software Senior Expert Engine Engineer Job Description

Job Title: Senior Expert Engine Engineer
Reporting To: Lead Senior Expert Engine Engineer
Department: PROGRAMMING
Location: Middleton, Wisconsin

Why Raven?

Here at Raven, we pride ourselves on our unique vision for the industry that continues to inspire us after more than 30 years. We developed a team that cares about one another, our games, and our players. We treat each other with respect. We bring no egos. We focus on what is best for the game. We hire stunning peers. We own our mistakes. As we enter the next exciting chapter of our story, we are looking for people to grow with us. If you want to work with a world-class team, on exciting new projects, then apply today! We look forward to hearing from you.

Your Mission

As a Senior Expert Engine Engineer, you will architect, refactor, and maintain a variety of game and low-level systems. A core generalist will be flexible and comfortable jumping into a variety of disciplines including: networking, physics, AI, UI, memory management, rendering, and more. The Senior Expert Engine Engineer will be working hand-in-hand with other engineers, and content creators across a variety of disciplines.

Priorities can often change in a fast-paced environment like ours, so this role includes, but is not limited to, the following responsibilities:

- Architect, refactor and maintain game and low-level engine systems.
- Design, write, debug and refine core systems, features, tools and infrastructure as needed.
- Contribute extensively to the core engine

Player Profile:

Minimum Requirements

- 8+ years programming experience.
- Demonstrated proficiency in and knowledge of C/C++, data structures, performance, and multi-threaded programming techniques.
- Experience with profiling and performance tuning of code.

- Contributed extensively to the development of two or more shipped games, PC or console.
- Knowledge of common data structures and algorithmic solutions.
- Proficient with 3D math including linear algebra (vector math, matrices).
- Thorough knowledge of software design practices including modular architecture, event-driven architecture, and software design patterns.
- Ability to quickly understand and work with internal and externally developed code.
- University-level degree in Computer Science or related field.
- A strong passion for video games of many kinds.

Extra Points:

- Experience with computer game technologies including: AI programming, physics, 3D programming, animation, collision detection.
- Demonstrated ability to write clean, readable, portable, reliable, and optimized code on modern game consoles.
- Contributed extensively to the development of at least three shipped console games.

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Raven Software Expert Audio Designer Job Description

Job Title: Expert Audio Designer
Reporting To: Sr Expert Audio Designer
Department: AUDIO
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise, is looking for an EXPERT AUDIO DESIGNER to join our team to develop the soundscape for our current and future projects. You'll bring your own unique blend of skills to the audio team, collaborate with other game development disciplines across Activision, and create the best sounding experiences for millions of players. This role will report directly to our Senior Audio Designer. If you can demonstrate your keen sense of audio for games, we want you to join our team!

Your Mission:

- Develop, design, modify, optimize and debug audio pipeline, and engine systems

- Deploy, evaluate performance and test software on Xbox One/PS4/Windows platforms

- Communicate features and collaborate with engineering, design, and audio teams

- Participate in the technical design, performance and code review process

- Contribute to design and roadmap of industry-leading AAA engine

Player Profile:

- Bachelor's degree in a Computer Science, Engineering, or Math-related field

- 7+ years of experience working with audio or other related technologies

- Passion for game audio

- Understand audio-specific terminology and technology

- Experience with data compression techniques

- Familiar with common audio file formats and codecs

- Strong math skills

- Familiarity using CPU performance analysis tools

- Comprehensive understanding of object-oriented programming

- Strong background in C/C++

- Solid debugging skills including ability to debug at an assembly-level when necessary

- Good communicator that enjoys collaboration with the programming and audio teams

- Passion for code and data optimization

- Creative, motivated, focused, passionate, results-oriented

- Demonstrated ability to write efficient, clean, readable, portable, and reliable code

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Raven Software Expert Concept Artist Job Description

Job Title: Expert Concept Artist
Reporting To: Senior Expert Concept Artist
Department: ART
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise, is looking for a passionate Expert Concept Artist to join our talented team as we continue to develop the best game experiences in the industry. This position will play a key role in the creative design of the next generation of first-person shooters (FPS).

Your Mission:

This spot can be yours if you have proven experience designing AAA concept art, an aptitude for quick thinking, boundless creativity, a strong visual aesthetic, extensive knowledge of the Call of Duty games, and an understanding that iteration is part of the art process.

The Expert Concept Artist will be required to work quickly, both independently and collaboratively, to create concept art, final art and assist in the world building within the Call of Duty business unit. This artist will be expected to generate new ideas, as well as execute on the Art Director's vision. In addition, this artist will be working on a variety of subject matter with a variety of art directors, modelers, designers, and environment artists.

The Expert Concept Artist will be asked to create a large volume of art and design of military and non-military equipment, environments, content related to character and weapon design, and to aid in any additional art related needs for Call of Duty with a variety of applications to the product with occasional forays into science fiction and fantasy related subject matter.

The Expert Concept Artist on occasion will be asked to aid in a large volume of resonant, communicative artwork with a focus on character design.

You Will…

- Share your deep passion of concept art and the creative process.
- Research subject matter relating to objectives to ensure an authentic experience.

- Be a proactive self-starter that can execute high-level art direction with little oversight.
- Collaborate with Art Directors, Creative Directors, Designers, and Artists to envision and refine epic visual content for world-class player experiences.
- Follow best practices and advocate towards streamlining tools and processes.
- Encourage artists to thrive on open and welcome constructive criticism.
- Contribute creative and original ideas towards all aspects of game production and development.

You Bring…

Minimum Requirements:

- 3+ total years in the games industry working in a concept artist capacity, with at least 1 shipped title in the AAA console / PC space.
- Passionate and egoless attitude that welcomes feedback and criticism, and enjoys working in a collaborative, iterative, and agile process.
- Solid drawing fundamentals, along with traditional painting and rendering techniques.
- Strong artistic skills in anatomy, proportions, perspective, rendering light on form, value, composition, storytelling, and color theory regarding environments, characters, architectural forms, and graphic design.
- Strong knowledge of Photoshop.
- Impressive communication and strong problem-solving skills.
- Proven ability to thrive in a challenging and often ambiguous environment.
- Solid understanding of game art with ability to clearly discuss modern trends.
- Strong portfolio demonstrating focus and commitment to concept art of realistically styled subject matter and a demonstrated proficiency in traditional art skills and digital-painting; ideally demonstrating the creative process from dynamic sketching to refined renders.

Extra Points:

- Knowledge of 3D programs, 3DS Max, Maya, Modo, Sketchup, etc.
- Passion for the Call of Duty franchise.
- Possesses in-depth understanding of game engines, pipelines, and processes.
- History of playing a variety of game genres both digital and physical.
- Player Profile:
- 5+ years of AAA experience
- Strong affinity for environment design.
- Strong affinity for character design.

- A functional understanding of Call of Duty gameplay and the ability to play test.
- A strong interest in world building.
- Must be a strong conceptual illustrator.
- Thorough knowledge of Adobe Photoshop required.
- Knowledge of 3DSmax or Maya is preferred.
- Bachelor's Degree or strong portfolio of Concepts in a variety of styles.

*You must provide a professional art portfolio or reel to be considered for this position

About Us

We have a unique vision for our studio. One that continues to inspire us today. We bring no egos. We focus on what is best for the game. We hire stunning peers. We own our own mistakes. We treat each other with respect.

After nearly 30 years, Raven Software continues to thrive. We have developed a team that cares about one another, our games, and our players. As we enter the exciting next chapter of our story, we are growing. Our team is creative, highly intelligent, well-led, and equipped to face this exciting future.

We are Animators, Artists, Designers, Engineers, QA Testers, and much more, but above all else we are a team who believes in ourselves, our peers, our studio, and our games.

About Activision

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Raven Software Expert FX Artist Job Description

Job Title: Expert FX Artist
Reporting To: Senior Expert FX Artist
Department: ART
Location: Middleton, Wisconsin

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise, is looking for a talented and passionate Expert VFX Artist to join our high-caliber team. This position will play a key role in the creative design, asset management, and technical implementation of visual effects and design.

To earn this spot, you have experience delivering high-quality VFX art, fierce art skills in composition and modeling, an aptitude for critical thinking and analysis, boundless creativity, extensive knowledge of FPS gameplay/landscape, and a deep passion for playing videogames.

The ideal candidate should demonstrate a high level of artistic sense and strong technical skills combined with strong leadership qualities. They should drive hard and challenge themselves with the goal of being masters of the craft while inspiring others.

Your Mission:

- Working closely with Art Directors, Creative Directors and Level Designers to create top notch in-game particle VFX.
- Scripting out series of VFX events to drive particle behaviors in runtime using our proprietary scripting language.
- Collaborating with prop artists, animators and rigging technical artists to assemble complex layered vehicle destructions and prop destructions using our propriety scripting language and tools.
- Building baked rigid body simulation in-game via Maya and our proprietary scripting language and particle tool to replicate structural destruction animations.
- Creating textures for particle usage.
- Populating environmental VFX in game using our propriety scripting language.
- Tackling runtime rendering performance to help maintain the game running at 60FPS.
- Resolving technical challenges when arise in order to maintain the highest visual bar.

Player Profile:

- At least 7+ years of visual effects development
- Solid professional experience and knowledge of the limitations and performance of current generation hardware (Xbox One, PS4).

- Proficient in using Maya and Photoshop.
- Experienced in using After Effects.
- Excellent written and oral communication skills. Ability to communicate effectively with people across multiple disciplines.
- Possesses excellent aesthetic sense with strong attention to detail.
- Strong understanding of lighting, compositing, digital photography, color theory, 3D modeling and rigging.
- Strong ability in creating atlas textures through simulation.
- Experience in using and modifying real-time materials.

Pluses:

- Experience with 3DS Max/Maya, FumeFX, Houdini and Pull Down It is a plus.
- High-end rendering of particle effects and fluid dynamics.
- Experience with one or more scripting/programming languages.
- Experience creating and configuring geometry assets for in game particle systems.

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Raven Software Expert Level Designer Job Description

Job Title: Expert Level Designer
Reporting To: Sr Expert Level Designer
Department: DESIGNER
Location: Middleton, Wisconsin

Why Raven:

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Your Mission:

Your mission is to develop, implement and tune player-first experiences that will be enjoyed by millions of gamers across the globe. You are a self-sufficient, fire and forget teammate who takes ownership of tasks, proactively and independently solve challenges, and delivers high quality work in a timely manner. You must thrive in a challenging and often ambiguous environment. An agile and flexible mindset is also necessary since this position actively partners with a variety of internal and external partners. Excellent and persuasive communication skills are a must. Above all, we are looking for an innovative and dedicated teammate to help tell our story.

You will…

- Collaborate with Creative Directors, Designers, Engineers, Artists, Producers, and Animators to deliver a world-class player experience.
- Research subject matter relating to the design objective to ensure an authentic experience.
- Be a proactive self-starter that can independently execute high-level direction.
- Clearly and effectively pitch designs and features using multimedia tools.
- Work in Radiant to create play-spaces that are engaging and immersive.
- Mentor fellow Designers.

- Play builds of games in-progress and provide concise and prioritized feedback to both internal teams and external partners.
- Interface with other teams to ensure level requirements and plans are understood.
- Possess a comprehensive understanding of the design process spanning all facets of the game.
- Work closely with our user-testing teams during play-balancing to provide expert feedback.

You Bring…

Minimum Requirements:

- 5+ years in the games industry working in a level design capacity, with at least 3 shipped title in the AAA console / PC space.
- Egoless attitude that welcomes feedback and criticism, and enjoys working in a collaborative, iterative, and agile process.
- Strong understanding of geometry building, flow, and layout.
- Ability to lead by example.
- Impressive communication skills.
- Solid understanding of level design with ability to clearly discuss modern trends.
- Strong problem-solving skills.
- Hunger for gaming (especially online) with a broad range of game experience.

Extra Points:

- Profound understanding of the Call of Duty franchise and Warzone.
- Comprehensive knowledge and understanding of the F2P games space.
- Prior experience working on a games-as-a-service product.
- Experience with visual software (Photoshop, Illustrator, etc.).
- About Activision

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Raven Software Expert Lighting Artist Job Description

Job Title: Expert Lighting Artist
Reporting To: Sr Expert Lighting Artist
Department: ART
Location: Middleton, Wisconsin

Why Raven:

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Your Mission:

Your mission is to play a key role in lighting realistic game environments evoke captivating visuals for a game played by millions. You are a self-sufficient, 'fire-and-forget' teammate who takes ownership of critical lighting tasks, proactively and independently solve challenges, and delivers high quality work in a timely manner. You also have an agile and flexible mindset, and excellent and persuasive communication skills, as you will actively partner with some of the most talented and passionate developers in the industry. Above all, we are looking for an innovative and dedicated leader to help tell our story.

You Wil:

- Share your deep passion and knowledge of lighting and composition, and your drive to develop compelling visual narratives.
- Research subject matter relating to objectives to ensure an authentic experience.
- Be a proactive self-starter that can independently execute high-level direction.
- Collaborate with Creative Directors, Designers, Engineers, Artists, Producers, and Animators to deliver epic visual content for world-class player experiences.
- Work in Radiant to augment play-spaces with lighting that supports game and story objectives.
- Spearhead lighting development for specific map locations from start to finish.
- Champion best practices and advocate towards streamlining tools and processes.
- Be a trusted gatekeeper for performance, efficiency, and quality.

- Inspire and mentor fellow lighters as a role model of initiative, accountability, and attitude.
- Encourage lighters to thrive on open and welcome constructive criticism.
- Contribute creative and original ideas towards all aspects of game production and development.

You Bring:

Minimum Requirements:

- 5+ total years in the games industry working in a lighting capacity, and/or film or equivalent experience.
- Passionate and egoless attitude that welcomes feedback and criticism, and enjoys working in a collaborative, iterative, and agile process.
- Strong affinity for CGI lighting techniques, color theory, and post-process effects for console hardware (Xbox, PS, PC).
- Possesses in-depth understanding of game engines, pipelines, and processes.
- Ability to lead by example.
- Rock-solid communication and problem-solving skills.
- Proven ability to thrive in a challenging and often ambiguous environment.
- Strong understanding of game lighting with ability to clearly discuss modern trends.
- Inspiring reel demonstrating a focus and commitment to realistic lighting techniques and knowledge.

Extra Points:

- Experience in a secondary area such as texturing, modeling, scripting, animation, or vfx.
- Passion for the Call of Duty franchise.
- Experience and comfort in Radiant and/or Unreal.
- Strong traditional art foundation.
- History of playing a variety of game genres both digital and physical.

About Raven

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We each bring a unique set of experiences from dozens of cultural backgrounds. Our shared values unify our direction and decisions, helping us touch the lives of more than a billion people each day.

About Activision

Activision Blizzard, Inc. (NASDAQ: ATVI), is one of the world's largest and most successful interactive entertainment companies and is at the intersection of media, technology and entertainment. We are home to some of the most beloved entertainment franchises including Call of Duty®, World of Warcraft®, Overwatch®, Diablo®, Candy Crush™ and Bubble Witch™. Our combined entertainment network delights hundreds of millions of monthly active users in 196 countries, making us the largest gaming network on the planet!

Our ability to build immersive and innovate worlds is only enhanced by diverse teams working in an inclusive environment. We aspire to have a culture where everyone can thrive in order to connect and engage the world through epic entertainment. We provide a suite of benefits that promote physical, emotional and financial well-being for 'Every World' - we've got our employees covered!

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Raven Software Expert Motion Capture Technician Job Description

Job Title: Expert Motion Capture Technician
Reporting To: Senior Motion Capture Technician
Department: PRODUCTION
Location: Middleton, Wisconsin

Why Raven:

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Your Mission:

As a member of the team you will be directly responsible for supporting various game development teams with the creation of animation content. In this role you will support the integration of motion data by using proprietary technologies to maintain the highest quality animation possible. Successful candidates will work closely with the animation teams in both post production, and on the live performance stage.

Your Profile:

 • 7+ years experience as a Mocap technician.
• Proficiency with motion capture data cleanup and implementation.
• 3+ years experience with Motion Analysis hardware/software.
• 5+ years of on-set experience in live performance industry (mocap preferred.)
• Experience working with performers/models.
 • 7+ years' experience Maya and Motion Builder.
• Experience working on at least one shipped AAA game title.
• Effective problem-solving skills and the ability to adjust priorities when necessary.
• Familiar with other motion capture hardware/software.
• Scripting knowledge.
• Familiar with 3d scanning and photogrammetry.
• Pleasant and professional nature.

- Great communication skills.
- Exceptional time and task management. What you will do...
- Data Post Processing (tracking / solving/retargeting.)
- Support on-set mocap team with shoot prep, recording sessions, and post wrap.
- Suiting up actors for mocap acquisition session.
- Set up/manage real-time viewers and assets.
- Monitor video reference and/or Helmet Mounted Camera (HMC) feeds.
- Light prop building/fabrication.
- Quality control on post processes.
- Set up/create mocap skeletons used for solving/retargeting.
- Review and provide feedback on project streamlining.
- Foster positive working relationships, teamwork, and communication within the production teams.

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Raven Software Expert Rigger Job Description

Job Title: Expert Rigger
Reporting To: Senior Rigger
Department: ANIMATION
Location: Middleton, Wisconsin

Why Raven?

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Your Mission:

Candidates need a solid understanding of rigging pipelines and should be comfortable with Python development practices and various version control systems.

Your Profile:

- Supporting the production pipeline used by Artists/Animators, and ensuring that they have all of the relevant tools and workflows they need to operate efficiently
- Taking the lead from the Technical Animation Director on an optimal CG look
- Working with MEL/Python scripts to automate the character animation process
- Working with 3rd party software for viewing and effecting Maya animations in the game engine
- Assisting with dynamics and in-game physics
- Designing and implementing efficient character/weapon/vehicle rigs for the project
- Maintain error-proof skinning data on character library

- Tasks include: Technical animation, tool development, skinning of characters and rigging of characters
- Cloth/Hair simulation ability In Maya or Game Is a huge plus

Your Profile:

- Degree in Computer Science, Graphic Art or a related field
- 5+ years experience in the games industry with 5+ years experience on console game development
- Computer programming/scripting experience (e.g. C++, MEL, Python, Etc...)
- Solid knowledge of Maya 8+
- Knowledge of MEL/Python scripting

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Raven Software Expert Systems Administrator Job Description

Job Title: Expert Systems Administrator
Reporting To: Sr Expert Systems Administrator
Department: INFORMATION TECHNOLOGY
Location: Middleton, Wisconsin

Why Raven:

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Your Mission:

As an Expert Systems Administrator you will be responsible for the technical design, planning, implementation, administration, and the development of recovery procedures for critical services and our technology infrastructure at Raven Software. You will serve as a technical expert on the team, supporting operating systems, compute/storage/networking infrastructures, and a range of applications. This position will serve as an escalation point for members of the team to bring issues to, offering coaching and mentoring opportunities to others. You will be enabled to recommend the redesign and configuration of systems and applications as technology advances or issues arise. This role will work closely with all disciplines within the studio as well as IT teams at our Corporate offices, partner studios, and Central Technology. Ultimately, you will ensure our software, hardware, servers, and networks run smoothly.

Your day-to-day priories will be supporting the core studio information technology services by managing the operations of our infrastructure, monitoring system performance, configuration of equipment and services, and the maintenance repair. Given the nature of our environment, you will occasionally be available to work off-hours to deal with serious outages or to respond to immediate problems.

As a member of the IT team, you will also be responsible for managing and maintaining remote computing systems and services, as well as any internal tools utilized by Raven Software; (Jira, Confluence, Office, etc.). You will not only manage helpdesk tickets, but are expected to help us exceed client expectations, map and deliver critical timelines, maintain standards, and manage assets. Our teams and game state changes rapidly so you must have an innate sense of urgency while having the ability to multi-task and prioritize to be successful. You will be responsible for working and tracking cases from beginning through resolution and performing software and hardware configuration across diverse platforms.

Player Profile:

Minimum Requirements:

- Bachelor's degree preferred, Associate's Required or
- Friendly, customer focused and top-level support a must
- 7+ years experience in Information Technology roles with a focus on infrastructure administration.
- Advanced knowledge of Active Directory, Microsoft Exchange, and Office 365
- Extremely comfortable in both Windows and Linux environments
- Familiar with various storage technologies with a strong foundational knowledge of storage principals.
- Advanced understanding of network protocols and technologies (e.g. DNS, DHCP, VLANs, LACP, etc.)
- Ability to work in a fast-paced environment.
- Excellent analytical and problem-solving skills
- Willingness to learn new technologies to support company growth.
- Strong experience with hypervisor/virtualization technology (e.g. vSphere & KVM).
- Excellent communication skills to interface with various business partners and leadership
- "Can-do" attitude with a desire to learn

- Organizationally savvy to handle multiple business priorities simultaneously and prioritize and complete work within stringent deadlines
- Ability to travel on an as-needed basis

Extra Points:

- Industry certifications (MCSE, MCSA, CCNA, VCP, etc.)
- Previous experience in similar roles in the video game or technology industries preferred
- Passion for or curiosity about video games

About Raven

Located in Madison, Wisconsin, RAVEN SOFTWARE offers an upscale work environment with state-of-the-art workstations, competitive compensation, generous benefits, highly-skilled teammates, affordable living, and an exceptional quality of life.

About Activision

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Raven Software Game Designer Job Description

Job Title: Game Designer
Reporting To: Expert Game Designer
Department: DESIGN
Location: Middleton, Wisconsin

Why Raven:

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Your Mission:

Your mission is to develop, implement, and tune highly cinematic player-first experiences that will be enjoyed by millions of gamers across the world. You will take ownership of tasks, proactively and independently solve challenges, and deliver high quality work in a timely manner. You must thrive in a challenging and often ambiguous environment. An agile and flexible mindset is also necessary since this position actively partners with a variety of internal and external partners. Above all, we are looking for an innovative and dedicated teammate to help tell our story.

You will...

- Collaborate with Creative Directors, Designers, Engineers, Artists, Producers, and Animators to deliver world-class game systems.
- Research subject matter relating to the design objective to ensure an authentic experience.
- Be a proactive self-starter that can independently execute high-level direction.
- Work in a C-style scripting language to create engaging, fun, unique, and highly polished moments.

- Clearly and effectively pitch designs and features using multi-media tools.
- Play builds of the game in-progress and provide concise, prioritized feedback.
- Work closely with user-testing teams during play-balancing to provide expert balancing feedback.
- Possess a comprehensive understanding of the design process spanning all facets of the game.
- Mentor other designers regularly and act as a resource to other designers.

You Bring…

Minimum Requirements:

- 5+ years in the games industry working in a design capacity, with at least 3 shipped title in the AAA console / PC space.
- Solid experience with programming/scripting languages.
- Passionate and egoless attitude that welcomes feedback and criticism, and enjoys working in a collaborative, iterative, and agile process.
- Ability to lead by example.
- Impressive communication skills.
- Strong understanding of geometry building, flow, and layout.
- Solid understanding of modern single-player design with ability to clearly discuss trends.
- Passion for games with a desire to make an impact at an industry level.
- Strong problem-solving skills.
- Expertise writing high and low-level documentation (PowerPoint, Word, Excel, Visio, etc.).

Extra Points:

- Profound understanding of the Call of Duty franchise.
- Comprehensive knowledge and understanding of the FPS games space.
- Prior experience working on a AAA first-person shooter.
- Experience with visual software like Photoshop, Illustrator, etc.

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Raven Software Motion Capture Technician Job Description

Job Title: Motion Capture Technician
Reporting To: Senior Motion Capture Technician
Department: PRODUCTION
Location: Middleton, Wisconsin

Why Raven:

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Your Mission:

As a member of the team you will be directly responsible for supporting various game development teams with the creation of animation content. In this role you will support the integration of motion data by using proprietary technologies to maintain the highest quality animation possible. Successful candidates will work closely with the animation teams in both post production, and on the live performance stage.

Your Profile:

• 5+ years experience as a Mocap technician.
• Proficiency with motion capture data cleanup and implementation.
• 2+ years experience with Motion Analysis hardware/software.
• 3+ years of on-set experience in live performance industry (mocap preferred.)
• Experience working with performers/models.
• 5+ years' experience Maya and Motion Builder.
• Experience working on at least one shipped AAA game title.
• Effective problem-solving skills and the ability to adjust priorities when necessary.
• Familiar with other motion capture hardware/software.
• Scripting knowledge.
• Familiar with 3d scanning and photogrammetry.
• Pleasant and professional nature.
• Great communication skills.

- Exceptional time and task management. What you will do...
- Data Post Processing (tracking / solving/retargeting.)
- Support on-set mocap team with shoot prep, recording sessions, and post wrap.
- Suiting up actors for mocap acquisition session.
- Set up/manage real-time viewers and assets.
- Monitor video reference and/or Helmet Mounted Camera (HMC) feeds.
- Light prop building/fabrication.
- Quality control on post processes.
- Set up/create mocap skeletons used for solving/retargeting.
- Review and provide feedback on project streamlining.
- Foster positive working relationships, teamwork, and communication within the production teams.

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Raven Software Senior Lighting Artist Job Description

Job Title: Senior Lighting Artist
Reporting To: Expert Lighting Artist
Department: ART
Location: Middleton, Wisconsin

Why Raven:

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Your Mission:

Your mission is to play a key role in lighting realistic game environments evoke captivating visuals for a game played by millions. You are a self-sufficient, 'fire-and-forget' teammate who takes ownership of critical lighting tasks, proactively and independently solve challenges, and delivers high quality work in a timely manner.   You also have an agile and flexible mindset, and excellent and persuasive communication skills, as you will actively partner with some of the most talented and passionate developers in the industry. Above all, we are looking for an innovative and dedicated leader to help tell our story.

You Wil:

- Share your deep passion and knowledge of lighting and composition, and your drive to develop compelling visual narratives.
- Research subject matter relating to objectives to ensure an authentic experience.
- Be a proactive self-starter that can independently execute high-level direction.
- Collaborate with Creative Directors, Designers, Engineers, Artists, Producers, and Animators to deliver epic visual content for world-class player experiences.
- Work in Radiant to augment play-spaces with lighting that supports game and story objectives.
- Spearhead lighting development for specific map locations from start to finish.
- Champion best practices and advocate towards streamlining tools and processes.
- Be a trusted gatekeeper for performance, efficiency, and quality.

- Inspire and mentor fellow lighters as a role model of initiative, accountability, and attitude.
- Encourage lighters to thrive on open and welcome constructive criticism.
- Contribute creative and original ideas towards all aspects of game production and development.

You Bring:

Minimum Requirements:

- 7+ total years in the games industry working in a lighting capacity, and/or film or equivalent experience.
- Passionate and egoless attitude that welcomes feedback and criticism, and enjoys working in a collaborative, iterative, and agile process.
- Strong affinity for CGI lighting techniques, color theory, and post-process effects for console hardware (Xbox, PS, PC).
- Possesses in-depth understanding of game engines, pipelines, and processes.
- Ability to lead by example.
- Rock-solid communication and problem-solving skills.
- Proven ability to thrive in a challenging and often ambiguous environment.
- Strong understanding of game lighting with ability to clearly discuss modern trends.
- Inspiring reel demonstrating a focus and commitment to realistic lighting techniques and knowledge.

Extra Points:

- Experience in a secondary area such as texturing, modeling, scripting, animation, or vfx.
- Passion for the Call of Duty franchise.
- Experience and comfort in Radiant and/or Unreal.
- Strong traditional art foundation.
- History of playing a variety of game genres both digital and physical.

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Raven Software Senior Rigger Job Description

Job Title: Senior Rigger
Reporting To: Expert Rigger
Department: ANIMATION
Location: Middleton, Wisconsin

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Your Mission:

Candidates need a solid understanding of rigging pipelines and should be comfortable with Python development practices and various version control systems.

Your Profile:

- Supporting the production pipeline used by Artists/Animators, and ensuring that they have all of the relevant tools and workflows they need to operate efficiently
- Taking the lead from the Technical Animation Director on an optimal CG look
- Working with MEL/Python scripts to automate the character animation process
- Working with 3rd party software for viewing and effecting Maya animations in the game engine
- Assisting with dynamics and in-game physics
- Designing and implementing efficient character/weapon/vehicle rigs for the project
- Maintain error-proof skinning data on character library

- Tasks include: Technical animation, tool development, skinning of characters and rigging of characters
- Cloth/Hair simulation ability In Maya or Game Is a huge plus

Your Profile:

- Degree in Computer Science, Graphic Art or a related field
- 5+ years experience in the games industry with 5+ years experience on console game development
- Computer programming/scripting experience (e.g. C++, MEL, Python, Etc...)
- Solid knowledge of Maya 8+
- Knowledge of MEL/Python scripting

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Raven Software Senior UI Artist Job Description

Job Title: Senior UI Artist
Reporting To: Expert UI Designer
Department: ART
Location: Middleton, Wisconsin

Why Raven:

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Your Mission:

As a Senior UI Artist you will demonstrate outstanding technical knowledge of the process and practice of creating in-game UI artwork. You can conceptualize the tone, style, and direction of key visual elements—from unique assets and iconography—to larger thematic art styles that drive the over-arching art direction, and ultimately serves the desired UX language. You are comfortable with the execution of concepts and asset creation for engineering—using tools such as Adobe Photoshop, Illustrator, and/or After Effects. Experience with 3D tools, 3D asset pipelines, and capturing in-game content is a bonus.

This role will report to the Expert UI/UX Designer and will be expected to collaborate within a team of UI/UX designers and artists, engineers, and gameplay designers, to create intuitive

systems and assets to the highest standards for all areas of front-end and in-game UI related artwork.

The ideal candidate is expected to have proven experience within a similar role (with supporting portfolio that exemplifies your work), be a creative problem solver, good communicator and presenter of UI/UX work, and enthusiastic collaborator who revels in working with a passionate team, across multiple disciplines.

Your Profile:

- Exercise an intense understanding of games industry, interactive media art styles and aesthetics.
- Influence overall UI art styles and creative direction(s) through your work.
- Create and implement UI artwork within defined look & feel.
- Conceptualize, develop, present, and execute ideas on schedule.
- Iterate on art and design concepts based on feedback.
- Actively participate in artistic, design, and technical problem solving.
- Work to achieve consistency in art style and quality of one's own work.
- Contribute to group peer reviews and feedback in a constructive manner.
- Possess a strong graphic design background and/or understanding of design principles.
- Demonstrate understanding of the game's branding, design, functionality, and technical requirements
- Use in-house tools as appropriate and provide feedback to improve our toolset and pipelines.
- Troubleshoot, seek solutions, and ask questions.
- Balance, organize, and prioritize tasks to meet deadlines.
- Have a passion for games and interactive media.

Player Profile:

Minimum Requirements:

- Specialized training in graphic and interactive design or illustration from a 4 year program or equivalent level of professional experience required.
- Two to five years of professional experience designing for games and/or interactive media.

About Us

Raven Software is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, protected veteran status, or any other basis protected by applicable law and will not be discriminated against on the basis of disability.

About Activision

Activision Blizzard, Inc. (NASDAQ: ATVI), is one of the world's largest and most successful interactive entertainment companies and is at the intersection of media, technology and entertainment. We are home to some of the most beloved entertainment franchises including Call of Duty®, World of Warcraft®, Overwatch®, Diablo®, Candy Crush™ and Bubble Witch™. Our combined entertainment network delights hundreds of millions of monthly active users in 196 countries, making us the largest gaming network on the planet!

Our ability to build immersive and innovate worlds is only enhanced by diverse teams working in an inclusive environment. We aspire to have a culture where everyone can thrive in order to connect and engage the world through epic entertainment. We provide a suite of benefits that promote physical, emotional and financial well-being for 'Every World' - we've got our employees covered!

The videogame industry and therefore our business is fast-paced and will continue to evolve. As such, the duties and responsibilities of this role may be changed as directed by the Company at any time to promote and support our business and relationships with industry partners.

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Raven Software UI Artist Job Description

Job Title: UI Artist
Reporting To: Lead UI Designer
Department: ART
Location: Middleton, Wisconsin

Why Raven:

Founded in 1990, Raven Software is the developer of numerous award-winning games including Hexen, Star Wars Jedi Knight II: Jedi Outcast, Marvel: Ultimate Alliance and most recently, a major contributor to the blockbuster Call of Duty® franchise. We're based in Middleton, Wisconsin, a suburb of Madison, annually ranked on numerous lists as one of the top places to live and work.

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